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AFFIRMATIVE ACTION POLICY for EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of Secure Foundation Systems, Inc. to base its hiring and promotions on merit, qualifications and competency and that its personnel practices will not be influenced by an applicant's or employee's race, color, place of birth, religion, national origin, sex, age, marital status, veteran and handicapped status.

One of the management duties of all principals at Secure Foundation Systems, Inc. is to ensure that the following personnel practices are being satisfied:

1. Take every necessary affirmative action to attract and retain qualified employees, regardless of race, color, place of birth, religion, national origin, sex, age, marital status, veteran and handicapped status.
2. Maintain equitable principles in the recruitment, hiring, training, compensation and promotion of employees.
3. Monitor and review personnel practices to guarantee that equal opportunities are being provided to all employees, regardless of race, color, place of birth, religion, national origin, sex, age, marital status, veteran and handicapped status.

Secure Foundation Systems, Inc. is committed to take affirmative action and aggressively pursue activities that will serve to enable all employees and applicants opportunities available throughout this organization.

Employees may contact Ryan R. Gummer at 352-671-9191 regarding this Affirmative Action Policy.

A handwritten signature in blue ink, appearing to read "R. Gummer", is written over a white background.

Ryan R. Gummer
President
Secure Foundation Systems, Inc.